

EXHIBIT VIII

PAG 01

COMMONWEALTH OF PUERTO RICO 123
COURT OF FIRST INSTANCE 680 634
SAN JUAN PART

AGOSTO MALDONADO, NILDA A.
PLAINTIFF
V.

CASE NO: K PE2005-0608
ROOM: 0907

E L A DE PR
DEFENDANT

SPECIAL PROCEEDINGS
INJUNCTION - CLASSIC
CAUSE/CRIME

ATTY. DIAZ LUGO MANUEL
PO BOX 9020192
SAN JUAN, PR 00902-0192

SEAL:
(ILLEGIBLE) OF JUSTICE
(ILLEGIBLE) GENERAL
(ILLEGIBLE) LABOR

NOTIFICATION

I CERTIFY THAT IN RELATION TO THE MOTION REQUESTING
AMENDMENT TO JUDGMENT - ON THE DAY OF SEPTEMBER 27, 2010 THE
COURT ISSUED THE ORDER—————THAT IS TRANSCRIBED HEREINAFTER.

GRANTED. AMENDED JUDGMENT ISSUED.
"NUN PRO TUNC"

SGD. REBECCA DE LEON RIOS
JUDGE

I FURTHER CERTIFY THAT I HAVE TODAY SENT BY MAIL A COPY OF
THIS NOTIFICATION TO THE FOLLOWING PERSONS TO THEIR INDICATED
ADDRESSES, HAVING ON THIS SAME DATE FILED A COPY OF THIS
NOTIFICATION IN THE RECORD

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correct translation from its original.
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2

GONZALEZ MORALES IVONNE
PO BOX 9021828
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GENERAL LITIGATION
CORRESPONDENCE DIV.
RECEIVED

ACEVEDO COLON MILAGROS
COND COLINA REAL
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BOX 1405
SAN JUAN, PR 00926

2010 SEPT 30 AM 10:22

SAN JUAN, PUERTO RICO, SEPTEMBER 28, 2010

ATTY. REBECCA RIVERA TORRES
CLERK

BY: VANESSA NIEVES MORALES s/VNieves
DEPUTY CLERK

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65

681

COMMONWEALTH OF PUERTO RICO
COURT OF FIRST INSTANCE
SUPERIOR PART OF SAN JUAN

124

NILDA A. AGOSTO MALDONADO ET AL
PLAINTIFF

. CIVIL NO. KPE 2005-0608
. (907)

V.

. RE:

COMMONWEALTH OF PUERTO RICO
FAMILY DEPARTMENT AND OTHERS
DEFENDANT

. DECLARATORY JUDGMENT
. AND SALARY CLAIM
.

.....

**AMENDED JUDGMENT NUNC PRO TUNC
TO CORRECT NAMES IN THE ATTACHMENT**

The plaintiffs, which are detailed in the attachment to this Judgment, that are incorporated by reference and are made to form an integral part of the same, are employees that occupy positions with different classifications and work or have worked in the Family Department and its administrations: Office of the Secretary, ASFAN, ADSEF, ASUME and ACUDEN.

The plaintiff employees filed the captioned complaint on February 23, 2005. They requested a Declaratory Judgment what decreed the nullification of General Memorandum 5-86 dated April 23, 1986, issued by the Central Office of

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Personnel Administration (OCAP in Spanish), today the Human Resources Office of the Commonwealth of Puerto Rico (ORHELA in Spanish), since it was in conflict with the provisions established under the Uniform Retribution Act, Law 89 of July 12, 1979, 3 L.P.R.A. § 760 et seq (derogated) and with the principle of equal pay for equal work guaranteed by Art. II, Section 16 of the Constitution of the Commonwealth of Puerto Rico.

The plaintiff claim that their salaries were affected when the Family Department implemented the Federal minimum wage that entered into effect on April 15, 1985 and subsequent increases, since the existing salary structure was left inoperative and there was adopted a different payment system, incompatible with the provisions of the Uniform Retribution Act, *supra*. They argue that their right to receive a compensation in accordance with the functions that they perform and the hierarchy, levels of responsibility and complexity of their respective positions, pursuant to the value of their work within the employment market.

They claim that this situation was repeated every time that there entered into effect new minimum salary increases. They allege that this situation

constitutes an act that is negligent, reckless, fraudulent and of unjust enrichment, wherefore the defendants did not provide a fair nor equitable treatment in the establishment of the salaries of the plaintiffs.

Furthermore, they allege violations to Section 218 of the Minimum Wage Act "Federal Labor Standard Act of 1938", 29 USC 201, et seq, when there were reduced the standards of work or higher benefits that existed in our jurisdiction, to the derogated Law 5 of November 20, 1975, 3 L.P.R.A. §1338, known as the Public Service Act and the regulation of OCAP which imposed on the agencies of the CWPR the obligation to implement a program of reduction of the work schedule if they did not have the necessary funds to implement the Federal minimum wage.

They also claim that as a result of the illegal adjustments practiced, the plaintiffs suffered the impairment of the legislative increases received and of the increases for years of service.

On April 27, 2005, the defendant submitted a Responsive Answer to the Complaint. On July 20, 2005, the complaint was amended to include new plaintiffs and to reformulate allegations.

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In compliance with the Order issued by the Court, the plaintiffs submitted the facts on which there is no controversy and the stipulations of the parties adopted in the case of Carmen Socorro Cruz Hernández y otros v. Departamento de la Familia, Civil Number KAC1991-0665 of the CFI, San Juan Part, including the retribution scales adopted by the Family Department and ORHELA. Furthermore, there was submitted for adjudication the applicability to the captioned case of what was resolved by the Supreme Court in Santiago Declet y otros v. Departamento de la Familia, 153 D.P.R. 208 (2001).

On January 27, 2006, the plaintiffs requested that the Court issue a Partial Summary Judgment basing its request on the facts as to which there did not exist any controversy.

On April 26, 2006, in attention to the fact that the parties coincided in that the claims are identical to the claims of Carmen Socorro Cruz Hernández y otros v. Departamento de la Familia, supra, which was in an advanced stage of the proceedings, through a Joint Motion Requesting a Provisional Stay of the Proceedings, they requested the provisional stay of the proceedings and agreed that once the judgment of that case became final and binding (K AC1991-0665), they would heed it as a standard to resolve the captioned case.

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On April 13, 2007, the plaintiff through a Motion Requesting the Reopening of the Case and that a Partial Judgment be Issued, notified the Court that Judgment had been issued in the case of Carmen Socorro Cruz Hernández y otros v. Departamento de la Familia, supra, and requested the reopening of the proceedings.

On August 24, 2007, the parties submitted a Joint Motion Notifying Stipulations of Fact and Documentary Evidence. On that date, the defendant was ordered to determine, through the corresponding calculations, the amount that is owed to each plaintiff.

Subsequently multiple follow-up hearings were held where there were discussed the procedural aspects of the case and the status of the calculations on the salaries owed to each plaintiff pursuant to the new salary scales adopted.

On the date of March 11, 2010, the representation of the plaintiff submitted the Final Report of the experts of the parties which is the result of the consensus on the amounts owed to the plaintiffs in an individual manner.

On April 7, 2010, the State was granted fifteen (15) days to express itself with regard to the Motion Submitting Expert Report. On June 7, 2010, we approved the expert report.

In consideration to what is stated above, we accept the following stipulations of facts and documents submitted by the parties:

STIPULATIONS OF FACTS

1. All of the plaintiffs are career employees that work or have worked as employees of the Department of Social Services, today the Family Department, occupying positions as secretaries, office clerks, executive officials, social service technicians, auxiliary collectors, socials service assistants, accounting officials, etc. These positions were assigned annually by the Director of the Central Office of Personnel Administration, hereinafter OCAP, between the years 1985 to 1996, to scales 1 to 19 of the Retribution plan of the Central Administration and subsequently when there was adopted the Retribution Plan created by the agency as an Individual Administrator.
2. On April 15, 1986, there commenced to govern in the Government of Puerto Rico the Federal Minimum Wage Act of \$3.35 per hour worked.
3. On April 15, 1986 there existed 39 types of salary scales. Of these, the first 11 scales received salaries below the Federal Minimum Wage.
4. That when the Federal minimum wage entered into effect, on April 15, 1986, the Social Services Department, today the Family Department, equated the salary of the employees assigned to these first 11 scales based on \$3.35 per hour, leaving the Retribution Plan inoperative.

5. That when the adjustment was made, all of the employees that belonged to said scale were uniformly paid the same salary that was received by the janitor and the worker according to the Federal minimum wage of \$3.35 per hour.
6. That subsequently, the Social Services Department, today the Family Department, elaborated a Uniform Retribution plan that established new salary scales, which Plan was given an effective date of April 1, 1996. This plan contains 33 salary scales, instead of the 39 salary scales that existed in 1986. This plan was elaborated by the Department with the collaboration and consultation of the Central Office of the Personnel Administration Office (OCAP).
7. That this situation occurred again in the years 1990, 1991, 1992, 1993, 1994 and every time that there occurred the implementation of new increases pursuant to the Federal Minimum Wage Act. Wherefore, while the Federal minimum wage was increased, they continued altering new additional scales. In this manner, already by April 1, 1996, the date prior to there entering into effect the Retribution Plan of the Social Services Department, today the Family Department, 19 salary scales had been affected.
8. In September 1997, when there was again increased the minimum salary of the employees in the Department, the Retribution Plan of 1996 was left inoperative.
9. On April 1, 1985, in its function or providing advice to the government agencies, the OCAP issued Special Memorandum No. 8-85 where it informed the Secretaries and the Agency Heads the decision in the case of García v. San Antonio Metropolitan Mass. Transit Authority.

"As a result of this decision, the employees of the Government of the Commonwealth of Puerto Rico and of its Municipal Governments must be paid the Federal minimum wage and the overtime compensated at the rate of time and a half through a cash payment".

10. On April 18, 1985, the Director of OCAP sent to the then Governor of Puerto Rico, Rafael Hernández Colón, a Memorandum on the following matter: "Alternatives of salary structures to provide salary increases to the public employees under the Central Administration and to comply with the Federal minimum".

The communication proposed a salary improvement plan in four stages where the Federal minimum salary was exceeded for 1968 and included as an attachment the proposed salary scales.

With regard to the trust personnel, the cited communication states: "...it is not necessary to take action immediately since the basic scale of the salary structure that is applied \$505 - 657 at present has no classes assigned. The lowest salary in the Trust Service is the one corresponding to the class of chauffeur which is assigned to the second scale: \$549 - 714".

11. On July 2, 1985, OCAP issued and circulated among the agencies, General Memorandum 7-85, to inform all of the agency heads that the decision of the Hon. Federal Supreme Court *García v. San Antonio Metropolitan Mass Transit Authority*, 469 US 528 had been confirmed and included general information on the form of compensating the overtime hours.

12. On September 5, 1985, the OCAP issued and circulated General Memorandum No. 9-85 addressed to all of the agency heads regarding "The interpretation of aspects related to the retribution of the Employees" which included, in clause A, the standard of interpretation of Art. 3 of Law No. 3 of June 30, 1977. Pursuant to this directive, the legislative intention was recognized, as stated in Art. 3 of "expanding in that same proportion the retribution scales for the employees that receive it".

In what pertains to the employees who did not receive the increase since they were receiving the maximum salaries of the scale, instructions were issued to the agencies to "reevaluate the cases pursuant to this interpretation".

13. On September 17, 1985, the OCAP sent a written communication to Atty. Guillermo Mojica related to the budgetary effect that the implementation of a new salary structure would have for the Career Service of the Central Administration for the purpose of complying with the implementation of the Federal Minimum Salary.
14. On October 14, 1985, the OCAP issued Special Memorandum No. 25-85 addressed to all of the agency heads containing the LAST JURISPRUDENCE RELATED TO PERSONNEL ADMINISTRATION. It included a summary of the decision of the Honorable Federal Supreme Court in *García v. San Antonio Metropolitan Mass Transit Authority*, 468 US 526. Said communication informs "...the Federal minimum salary and the payment for overtime as recognized in the same in the Federal Fair Labor Standards Act, are applicable to the employees of the Commonwealth of Puerto Rico as of the 15th day of April of 1985".

15. On November 20, 1985, the director of OCAP sent to the then Governor of Puerto Rico, a Memorandum regarding: "Salary increase to the Public Employees" which informs: "At present it is necessary to comply with the Federal Minimum Wage as of April 15, 1986, which possibly requires that it be done in a single stage".
16. From the content of the document it appears that OCAP designed a new salary structure for the career service of the Central Administration based on a minimum scale of \$545-736 which complied with the Federal minimum salary in effect of \$3.35 per hour and also consign: "This structure would be implemented by us adjusting the actual salary of the employees to the immediately higher amount or type of retribution to the corresponding scale in the new structure to reduce its budgetary effect".
17. On March 26, 1986, OCAP issued General Memorandum 3-86 where it updated to the agency heads the information regarding the application of the Minimum Wage Act sent referring to the case of García, supra. Furthermore, it informed them that the FLSA would enter into application in the government of April 15, 1986, offering further details about the applicability of the Law.
18. That on April 15, 1986 there commenced to govern in the government of Puerto Rico the Federal Minimum Wage Act that established a minimum salary of \$3.35 per hour worked. On that date, the Department equated the salary of the plaintiff employees as consigned in the preceding Stipulations 3, 4 and 5.
19. After that, on April 15, 1985, there was presented H.B. 493 to propose an amendment to clauses (2) and (3) of Art. 7 of the Uniform Retribution Act, converted into Law No. 149 of July 18,

1986. This law had the purpose of endowing OCAP and its Director with mechanisms of greater flexibility to practice adjustments and extensions to the scales of retribution of the Central Administration and eliminated the requirement of obtaining the prior approval of the Government to carry out said transactions.

20. On April 23, 1986, through General Memorandum 5-86, OCAP informed the agency head of the application of the minimum salary of 3.25 hr., effective on April 16, 1986 and included a directive to practice the salary adjustments. Referring to the Municipalities, they were instructed to implement a plan of reduction of the daily work schedule if they determined an insufficiency of funds to implement the minimum salary.
21. When issuing this directive, OCAP did not consult with the Federal Secretary of Labor to verify if it complied or not with the requirements of the Minimum Wage Act. [Answer of OCAP to the Request for Admissions in the case of Carmen Socorro Cruz Hernández y otros. v. ELA and others, Civil KAC 91-0665 505)].
21. On June 30, 1986, OCAP issued Memorandum No. 3-86 informing the tenth Assignment of Classes of the Career Service of the Central Administration: "For this fiscal year no changes have been registered in the salary scales. Nevertheless, it is mandatory that the agencies comply with the provisions of the Fair Labor Standards Act with regard to the Federal minimum". Attachment 1 of Memorandum 3-86 includes a list of the amendments made to the previous assignment of classes during the course of the year assigning classes to superior scales.

23. With regard to the irregular employees, governed by Law 110 of June 26, 1958, as amended, and notwithstanding having recognized in Memorandum No. 3-86, supra, of April 23, the application of the minimum wage of \$3.15 hr, OCAP issued on the date of August 22, 1986, General Memorandum No. 12-86 regarding: "Amendment to the scales of Pay for the irregular personnel". In this new scale the anchor salary of Group 1 was developed based on a salary of \$3.00 hr., wherefore it is below the Federal minimum wage established.
24. The Federal minimum wage increased in Puerto Rico on the dates and the amounts that are indicated hereinafter:

April 15, 1986	to 3.25 hr.
April 1, 1990	to 3.55 hr.
April 1, 1991	to 3.70 hr.
April 1, 1992	to 3.90 hr.
April 1, 1993	to 4.05 hr.
April 1, 1994	to 4.25 hr.
April 1, 1996	to 4.45 hr.
Sept. 1, 1997	to 5.15 hr.
Sept. 1, 2000	to 5.80 hr. ¹
July 24, 2007	to 5.85 hr.

25. The standard adopted by the Department to implement the salary adjustments when the minimum salary and subsequent increases entered into effect, as identified in the previous paragraph, equated the salary of the plaintiffs to the salary received by the worker and the janitor.

¹ Increase of the minimum salary of Puerto Rico to \$5.80 per hour by Law 320 of September 2000 effective on September 1, 2000.

26. As a result of the above, in the years 1990, 1991, 1992, 1993 and 1994, 1997 and up to the present, as a result of the implementation of the new increases in the Federal Minimum Wage Act, and while the Federal minimum salary has been increases, they continued to alter new scales. In this manner, already by April 1, 1996, the date prior to there entering into effect the Retribution Plan of the Department of Social Services, today the Family Department, 19 salary scales had been affected.
27. In 1991, the Department of Social Services was constituted, in an individual administrator through Executive Order Number OE-1991-46, signed by the then Governor of Puerto Rico, Rafael Hernández Colón conferring to the Secretary of said Department the faculty to adopt its own Classification and Retribution Plan.
28. Through Special Memorandum No. 26-93 of July 1, 1993, OCAP recognized and affirmed the obligation of the agency heads of the Individual Administrations to temper the Retribution Plan to the Federal legislation applicable to the public service.
29. On June 3, 1994, the OCAP issued Memorandum No. 5-94, addressed to the Heads of the Individual Administrator Agencies of the Personnel System regarding: "Assignment of the classes of positions to the retribution scales effective at the commencement of every fiscal year updating the retribution structures to the Federal minimum salary. In what is pertinent it reads as follows:

"The individual administrators that still continue using the plans that governed for the Central Administration must take note that since said sector of the Personnel System is not

operating it is not pertinent to make the assignment of the classes to the corresponding scales in said plans. To these we reiterate that it is imperative and urgent that they develop and implement these work instruments. (See Special Memorandum No. 26-93 and Special Memorandum No. 13-94 that we sent regarding this matter.)”

30. Memorandum 5-94, supra, reads: “Updating the Retribution Structures

Clause 1 of Article 2 of the Uniform Retribution Act establishes that it is the obligation of the Individual Administrators to maintain current the retribution plans that they adopt for the career and trust services. For this reason, the agencies that have approved and implemented their own classification and retribution plans that they have in effect respond to what is provided in Section 4.6 of the Uniform Retribution Regulation, particularly clauses (2), (3), (5), (6) and (8)”.

31. On the other hand Memorandum 5-94 states:

“Some agencies are not sending annually the corresponding copy to our office, which is indicative that they have not put into observation the aforementioned legal and regulatory rules”.

32. While the scale of retribution of the Family Department was maintained inoperative by the plaintiffs, OCAP continued the practice of authorizing the assignment of multiple classes to superior scales.

33. In 1994, OCAP redacted two documents entitled:

- A. "Relationship of the class in the Career Service that have been impacted with the application of the Federal Minimum Wage".
 - B. "Classes reassigned to the Superior Retribution Scale as of the first of April of 1986 up to the present".
34. This being the case, in July 1996, the Family Department adopted a Classification and Retribution Plan. Paragraph III of the Plan provides:
- "Description of the salary structure. The salary structure adopted consists of twenty three (23) salary scales. The number of scales necessary to cover the two hundred ten (210) classes of positions resulting from the classification study, was determined based on the group of classes of position taken in consideration to the levels of complexity or difficulty of the work, the magnitude of the responsibility and the degree of authority, elements which among others, constitute the demands of the positions assigned to each class of positions. There was also taken into consideration the difficulties of recruitment and retention that exist in some classes of positions".
- "The base salary of the structure is Seven Hundred Eighty Dollars (\$780.00) a month".
35. When the Department practiced the corresponding assignment of the positions occupied by the plaintiffs to the scales of 1996, there was re-established the existing salary difference between the different categories of positions that had been inoperative since April 1986.

36. In his message before the 5th Ordinary Session of the Twelfth Legislative Assembly of Puerto Rico, on January 24, 1995, the then Governor of Puerto Rico stated:

"The situation of the CWPR and the government of Puerto Rico had a frank economic recovery. There were instrumented two tax reforms, legislation was approved to substantially increase the salaries of the policemen, firefighters, nurses, custody officers, teachers and other groups of public employees."

37. On January 31, 1996, the El Nuevo Día newspaper published that at the closing of the current fiscal year there existed an excess in the cash box of 300 million.

38. On March 1, 1996, there was made effective an amendment to the Plan of Classification of Positions, as proposed by the Department and approved by OCAP, to assign several classes of positions to higher retribution scales, leaving in effect the Plan of 1996.

39. Through Special Memorandum #51-96 regarding: "New Federal Minimum Wage effective October 1, 1996 and September 1, 1997", the Director of OCAP notified:

"...that as of the first of October of 1996, the employees of the state government, independent of their status or category, are covered by the new Federal Minimum wage of \$4.75 per hour". "As of the 1st of September of 1997 the Federal Minimum Wage will be \$5.15 per hour".

40. In June 1997 and through Memorandum No. 8-97, OCAP amended the Guide of Classification of Functions and Scales of Payment of

the Regulation for the Irregular Personnel to conform it to the new minimum salary of \$5.15 hr., effective September 1, 1997.

41. On March 20, 1998, the Department made effective its Third Assignment of Classes leaving unchanged the salary structure of the career service that it adopted in 1996. With the same, it maintained the referenced Retribution Plan inoperative, in view of the increase that occurred in the Minimum Salary.
42. On October 25, 1997, the Department made another review of the assignment of classes to superior scales and created new classes, and has maintained up to the present the Retribution Plan that it adopted in 1996, without changes except the reassignments and changes identified above.

STIPULATED DOCUMENTARY EVIDENCE

- EXHIBIT 1.** Memorandum No. 8 - 85 of April 1, 1985 of the OCAP decision of the Supreme Court of the United States regarding the applicability of the Federal Fair Labor Standards Act. (2 folios).
- EXHIBIT 2.** Memorandum of April 18, 1985 of OCAP regarding the alternative of the salary structures to provide salary increases to the public employees under the Central Administration and complying with the federal minimum (3 folios + 4 attachments).
- EXHIBIT 3.** General Memorandum No. 7-85 of July 2, 1985, OCAP regarding the provisions of payment for ordinary extra hours worked provided by the Federal Fair Labor Standards Act and its application to the public employees (4 folios).

- EXHIBIT 4. No. 25-85 October 14, 1985 of the OCAP "Last Jurisprudence Related to Personnel Administration". (7 folios).
- EXHIBIT 5. Memorandum 5-86 of April 23, 1986 of OCAP "Applicability of the Federal Minimum Wage to the Public Employees". (2 folios + 2 attachments).
- EXHIBIT 6. Memorandum No. 12-86 of August 22, 1986 of OCAP "Amendment to the Payment Scales for Irregular Personnel". (8 folios).
- EXHIBIT 7. Memorandum of November 20, 1985 of OCAP signed by Guillermo Mojica to the Governor regarding the salary increases to the public employees. (3 folios).
- EXHIBIT 8. Memorandum No. 3-86 of June 20, 1986 of OCAP "Tenth Assignment of Classes of the Career Service of the Central Administration to the Salary Scales Established in Law 89". (2 folios + 37 attachments).
- EXHIBIT 9. Memorandum No. 4-86 of June 30, 1986 , "Eighth Assignment of Classes of the Trust Service to the Central Administration Regarding the Salary Scales Established". (2 folios + 8 attachments).
- EXHIBIT 10. Special Normative Letter No. 2-28 of March 24, 1988 of OCAP "General Increase to the employees Pursuant to Law No. 1 of February 9, 1988". (6 folios + 2 attachments).
- EXHIBIT 11. Memorandum No. 7-90 of April 3, 1990 of OCAP "Federal Minimum Salary" (3 folios + 5 attachments).

- EXHIBIT 12.** Letter of May 24, 1990 of Angel Linera Escalera as Acting Director OCAP to Hon. Ramón García Santiago, Secretary of the Treasury "Study Revision of Scales". (2 folios).
- EXHIBIT 13.** Special Normative Letter 1-90 of June 7, 1990 "General Increase to the Public Employees pursuant to Law No. 7 of May 7, 1989. (7 folios + 2 attachments).
- EXHIBIT 14.** Memorandum 2-90 of June 30, 1990 - OCAP "Fourteenth Assignment of Class of the Career Service to the Central Administration to the Salary Scales established in Law 89. (2 folios + 6 attachments).
- EXHIBIT 15.** Memorandum of OCAP No. 3-91 of July 22, 1991 Fifteenth assignment of classes of the career service Central Administration to the salary scales established in Law 89. (2 folios + 48 attachments).
- EXHIBIT 16.** Letter to the secretaries and agency heads: "Executive Order" of September 5, 1991. (3 folios).
- EXHIBIT 17.** Special Memorandum No. 11-92 OCAP of April 1, 1992 "amendment to the 15th Assignment of Classes for the Career Service of the Central Administration in effect as of July 1, 1991. (1 folio).
- EXHIBIT 18.** Special Memorandum OCAP No. 12-93 of March 24, 1993, "Increase in the Federal Minimum Wage, Public Law No. 101-157 of November 17, 1989. (2 folios).

- EXHIBIT 19. Special Memorandum No. 26-93 of July 1, 1993 of OCAP, regarding preparation of classification and retribution plans. Human Resources Regulation in the public service.
- EXHIBIT 20. Message of Governor Rafael Hernández Colón of January 14, 1995. (4 folios).
- EXHIBIT 21. Special Memorandum No. 13-94 of OCAP of April 15, 1994, "Contract of Private Consultants for the Work Instruments for the Human Resources Administration". (2 folios).
- EXHIBIT 22. Memorandum No. 5-94 of June 3, 1994 of OCAP assignment of the classes of positions to the retribution scales effective at the beginning of each fiscal year; update. (4 folios).
- EXHIBIT 23. Special Memorandum No. 17-94 of OCAP of June 3, 1994 "Federal Minimum Wage, increase effective April 1, 1994. (2 folios).
- EXHIBIT 24. Front page of El Nuevo Día, message of Governor Pedro Rosselló "The Situation of the State" before the 5th Ordinary Session of the Tenth Legislative Assembly of January 31, 1996. (1 folio).
- EXHIBIT 25. Newspaper article of El Nuevo Día regarding favorable scenario for the budget, "Cash surplus" (1 folio).
- EXHIBIT 26. Preferential documents Classification Plan of Positions and Retribution of the Career Service effective March 1, 1996 and approved by OCAP April 11, 1996. (30 folios).

- EXHIBIT 27. Letter of OCAP of March 19, 1997 to the Secretary of the Family Department. Approval of request for amendment to the classification plans of position and retribution of the career service of the Department. (2 folios + 9 attachments).
- EXHIBIT 28. Special Memorandum of OCAP No. 51-96 of October 8, 1996 "New Federal Minimum Wage effective October 1, 1996 and September 10, 1997". (1 folio + 1 attachment).
- EXHIBIT 29. OCAP Memorandum No. 8-96 of June 9, 1997 "Amendments to the Guide of Classification of Functions and the Payment Scales of the Regulation for the Employment of Irregular Personnel". (3 folios)
- EXHIBIT 30. Letter of OCAP of November 20, 1997 to the Secretary of the Family Department regarding some amendments to the classification plan implemented by the agency effective March 1, 1996. (2 folios + 2 attachments).
- EXHIBIT 31. Memorandum of March 20, 1998 of Luis Marcano, Director of Personnel and Human Resources "3rd Assignment of Classes and Salary Structures Career Service". (18 folios)
- EXHIBIT 32. Memorandum of December 3, 1999 Family Department, "Extension of Retribution Scale" effective July 1, 1999. (1 folio).

Pursuant to the previous Stipulations of Fact and Documentary Evidence,
the Court formulates the following:

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correct translation from its original.
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CONCLUSIONS OF LAW

Through the adoption of the Uniform Retribution Act, Law No. 89 of July 12, 1979, 3 L.P.R.A. 760 et seq. (currently derogated by law No. 184 of August 3, 2004), there was established in Puerto Rico a system of retribution with the principal of equal pay for equal work. This system propitiated the uniformity, equity and justice in the establishment of the salaries of all of the employees of the public service, and pursues the application of mechanisms that tend to and facilitate the recruitment and retention of personnel through the concession of additional incentives. To achieve this objective, there was imposed the obligation to the agencies within the system, to adopt retribution plans pursuant to the regulation adopted by the Central Office of Personnel Administration (OCAP), to instrument this law to the general rules regarding retribution that it issues. Art. 2 of the derogated Law 89.

To comply with the objectives of Law 89, supra, in 1984 OCAP approved the Regulation of Uniform Retribution. The Regulation contained provisions applicable to the entire personnel system, which included the individual administrators (Art. 4 of the Regulation) and, some that apply exclusively to the agencies under the Central Administration (Art. 5 of the Regulation).

As to the administration of the salary scales, there were established in Art. 9 of the Uniform Retribution Act the standards related to the administration of salaries. Similarly, in Sec. 4.5(3) of the Uniform Retribution Regulation, there was imposed the obligation to OCAP and to each Individual Administrator to annually assign all of the classes of positions of the classification plans to the scales contained in the retribution plans that were in effect, for the career service as well as for those of trust, effective at the commencement of each fiscal year.

The OCAP (now Human Resources Office of the Commonwealth of Puerto Rico) (ORHELA in Spanish) and the Individual Administrators, are obligated to maintain up to date the retribution plans that they adopt for the career and trust services, in compliance with the standards relate to the administration and the maintenance of the retribution structures, as established in clauses 1 and 2 of Art. 2 of the Law of Uniform Retribution and in section 4.6, clauses (2), (3), (5) (6) and (8) of the Uniform Retribution Regulation.

In this case, the plaintiff alleges that the defendants did not comply with the duties that we have stated and that by doing so they violated the salary

scales of their positions, wherefore they do not receive a fair pay for the work performed.

As we previously stated, the parties stipulated that what was resolved in the case of Carmen Socorro Cruz Hernández y otros vs. Departamento de la Familia, KAC 1991-0665, since it involves identical controversies between the parties they were made extensive to the captioned case. In the alluded case the Court concluded the following:

Considering what is previously stated, we understand that the selection of the Family Department of the adjustment formula recommended by O.C.A.P. in General Memorandum 5-86, of April 23, 1986, is not in agreement with the provisions required by the Uniform Retribution Act, *supra*, when they did not maintain updated a system of progressive salary scales after implementing amendments made to the minimum salary. After an analysis of the formula recommended by O.C.A.P., it can be observed that its execution resulted in equitably remunerating its janitors, office clerks (I, II, III and IV), secretaries (I and II) and social institution

assistants, among others positions assigned within the first 11 scales of the retribution structure in effect at that time. As a result of the fact that the defendant makes assignments of positions at the beginning of each fiscal year, for the date of March 1996 the employees located up to the 19th scale had also been affected by the adjustment. In Aulet Lebrón v. Depto. de Servicios Sociales, supra, at page 24, the Supreme Court stated:

Needless to say, the normative letters that O.C.A.P. issues in the exercise of its quasi-legislative functions cannot be in conflict with the law or with the binding jurisdiction in the matter that it intends to regulate, since the power of regulation delegated to the agency does not empower it to substitute the legislative or judicial criteria stated in the current state of the law. A.P.I.A.U., Inc. v. Srio. de Hacienda, 100 D.P.R. 173 (1971); Rosario Mercado v. San Juan Racing Assn., 94 D.PR. 634 (1967); Rivera Maldonado v. Autoridad sobre Hogares, 87 D.P.R. 453 (1963); Ex parte Irizarry, 66 D.P.R. 672 (1946).

To avoid this, the Uniform Retribution Act, *supra*, stipulates in its Art. 9, that “[e]ffective at the beginning of each federal year, the Director will assign all of the classes of positions to the scales contained in the Retribution Plan adopted by the Central Administration”. 3 L.P.R.A. § 760h. Since it was not annually updated, the system of salary scales was left inoperative, which requires taking into consideration the complexity of the roles of the unskilled administrative, technicians, specialized and of supervision, to then remunerate in proportion to the same. With this the retribution system has resulted irrational, capricious or arbitrary for the plaintiffs. See, Aulet Lebrón v. Depto de Servicios Sociales, *supra*, at page 47. It should be pointed out that at the time of assigning a type of position to a specific retribution scale, the agencies will take into consideration factors such as years of service, academic preparation, experience or merit steps granted to the employee of said position. See, Uniform Retribution Regulation, *supra*, at § 4.6, clauses (2), (3), (5), (6) and (8). In addition to this, Sec. 4.4 of the Retribution Regulation provides that

the retribution plans that are adopted have to be in harmony with the public policy established in the Uniform Retribution Act, *supra*, in addition to requiring the application of uniform salary scales to those classes of position that are equivalent maintaining therefore a correlation between the relative value that is assigned to the classes in the respective classification plans and the monetary value that is assigned to the same through salary scales.

The Supreme Court of Puerto Rico has expressed that the minimum salary legislation and the Federal Fair Labor Standards Act, do not prevent the states from legislating to grant greater benefits. See, 20 U.C.S.A. § 218(3), (2006); Vega v. Yiyi Motors, 146 D.P.R. 373, 381-2 (1998); Olazagasti v. Easter Sugar Associates, 79 D.P.R. 93, 106-7 (1956). Therefore, the compliance with the minimum salary is only one of the requirements for the observance of the rules of labor, which in this case also required the updating and application of the retribution scales.

In view of the juridical law stated, we understand that the plaintiffs have a right to and we Grant the complaint approving the

salary scales marked in the Exhibits of the evidence stipulated. For purposes of resolving the differences that have arisen between the parties with regard to the manner in which the calculations of the salaries owed should be made determining the specific amounts of each employee, there will be held on September 26, 2006 a hearing where the pertinent expert and documentary evidence will be received.

The defendant will prepare and file with the Court, providing a copy to the legal representation of the plaintiffs, the payrolls necessary to make the payment to the plaintiffs. Said payrolls will include: (a) the names and social securities of the plaintiffs, (b) total owed to each plaintiff; (c) amount withheld for the retirement payment of each plaintiff and (d) the net amount corresponding to each plaintiff. The payment to the plaintiffs will be made during fiscal year 2006-7, wherefore the defendant must consign in its budget an item for the payment of the Judgment that is issued herein.

The parties, in compliance with the stipulation that they have reached, must heed the judicial determination of the case of Carmen Socorro Cruz Hernández y otros v. Departamento de la Familia, supra, the dispositive part of which we have made form part of this Judgment.

As to the attorneys fees, in view of the fact that this matter at this time is pending resolution before the Supreme Court of Puerto Rico in the case of Carmen Socorro Cruz Hernández y otros v. Departamento de la Familia, CC09-1074, where there is requested the revision of the Judgment of August 24, 2009 of the Court of Appeals which determined to revoke the concession of attorneys fees in the case, the parties will attend to what is provided by the Supreme Court.

RECORD AND NOTIFY.

In San Juan, Puerto Rico, September 16, 2010. Amended Nunc Pro Tunc today September 27, 2010.

s/Rebecca de León Ríos
REBECCA DE LEON RIOS
SUPERIOR COURT JUDGE

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I CERTIFY:

Atty. Rebecca Rivera Torres
Regional Clerk

By: s/ illegible
Deputy Clerk

Certified to be a true and
correct translation from its original.
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EXHIBIT

LIST OF PLAINTIFFS

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correct translation from its original.
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7. ACEVEDO ROSARIO, SONIA N.	8. ACOSTA RAMOS, MARIA TERESA
9. ADORNO NAVEDO, ZAIDA P.	10. AFANADOR ANDUJAR, ALICE DAISY
11. AGOSTO DE DIAZ, YADIRA	12. AGOSTO DE MALDONADO, LAURA
13. AGOSTO MALDONADO, NILDA A.	14. AGOSTO REYES, RAFAEL
15. AGOSTO SANTANA, CARMEN M.	16. AGRINSONI DELGADO, NORMA I.
17. AGUAYO ADORNO, ELSA M.	18. AGUAYO LOPEZ, MARILYN
19. AGUIAR QUINONEZ, EDITH I.	20. AGUILAR CAMERON, NOEMI
21. ALAGO COLON, GRISELLE	22. ALAMO GARCIA, WILLIAM
3. ALAMO, ANA E.	24. ALEMAN VELASQUEZ, ANASTACIA
25. ALGARIN ORTIZ, OLGA	26. ALICEA GARCIA, MIGDALIA
27. ALICEA MELENDEZ, DORA	28. ALICEA VAZQUEZ, ELBA E.
29. ALMA ALMA, EFRAIN	30. ALVARADO IGLESIAS, CARMEN DEL R.,
31. ALVARADO ORTEGA, IVETTE	32. ALVARADO RAMIREZ, RAFAEL
33. ALVAREZ ALVARADO, NEREIDA	34. ALVAREZ BERGANZO, CARMEN M.
35. ALVAREZ GARCIA, JOAN	36. ALVAREZ LUGO, DAMARIS
37. ALVAREZ MILLAN, LYDIA E.	38. AMARO ORTIZ, INES
39. ANDRADES DIAZ, AIDA L.	40. APONTE COLON, DAMARIS
1. ARCAY GARCIA, MARIA L.	42. ARCHILLA DIAZ, EYA
43. ARRIAGA DOMENECH, HECTOR L.	44. ARZUAGA ROSA, NATIVIDAD
46. ARZUAGA ROSA, PAULA	46. AULET LEBRON, ARIEL J.
47. AVILES HERNANDEZ, IRMA	48. AVILES MARIN, ELAINE J.
49. AVILES PEREZ, MARITZA	50. AVILES ROSADO, CARMEN D.
51. AYALA CARRASQUILLO, MYRNA	52. AYALA DE JESUS, NORMA I.
53. AYALA GARAY, LEONOR	54. AYALA RAMOS, LUIS ALFREDO
55. BADILLO MATOS, CARMEN A.	56. BAERGA COLLAZO, IRMA L.
57. BAERGA RIVERA, NORMA	58. BAEZ COTTO, MARIA M.
59. BAEZ MARRERO, PATRIA N.	60. BAEZ OCASIO, NITZA
61. BAEZ QUINONES, AIDA R.	62. BARBOSA MARTINEZ, MIRIAN L.
63. BARBOSA ROMAN, MYRIAM	64. BARRETO COSME, DAVID
65. BAYRON RIVERA, EDWIN C.	66. BELLO ROMAN, LUZ S.
67. BENITEZ RIVERA CYNTHIA	68. BENTINEZ ROBLEDO, WALLACE
69. BERMUDEZ CARRILLO, RUTH I.	70. BERRIOS GOMEZ, MARIA C.
71. BERRIOS NAZARIOS, OLGA	72. BETANCOURT ASENCIO, GLADYS

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77. BONILLA CHISTIAN, ZAIDA	78. BORGOS DIAZ, MYRNA L.
79. BORGOS LEÓN LAURA	80. BORIA CLEMENTE, SAMUEL
81. BORIA GASTON, CARMEN R.	82. BOURDONY BAEZ, VICTOR M.
83. BRACERO RABASSA, RAFAEL	84. BRUNO RIVERA, GLADYS E.
85. BUNKER PEREZ, OSCAR	86. BURGOS MORALES, BRENDA LIZ
87. BURGOS RIVERA, JUAN JOSE	88. CABALLERO MAISONET, MYRNA
89. CABAN ACEVEDO, JULIA A.	90. CABAN ARROYO, HERIBERTO
91. CABEZA HERNANDEZ, ANGEL	92. CABEZUDO PEREZ, IVONNE
93. CABRERA TORRES, SIGNA MAGALY:	94. CALDERON CARRASQUILLO, CARMEN
95. CALDERON CRUZ, CARMEN B.	96. CALDERON CRUZ, ENRIQUE
97. CALDERON DAVILA, CARLOS	98. CALDERON ILARRAZA, CARMEN
99. CALO BIRRIEL, MILAGROS	100. CAMACHO GOMEZ, GLORIMY
101. CAMACHO PEREZ, JUDITH	102. CAMARERO COLON, JOSE L.
103. CANTRES APONTE, CARMEN S.	104. CARABALLO ORTIZ, LUIS A.
105. CARDONA MEDINA, WILSON	106. CARDONA SANTANA., GAMALIER
107. CARDONA SERRANO, ROSA I.	108. CARRASCO BAQUERO, MARIA L.
109. CARRASQUILLO DIAZ, YOLANDA	110. CARRASQUILLO MULERO, ROSITA
111. CARRASQUILLO PACHECO, LOYDA G.	112. CARRASQUILLO ROMAN, SONIA
113. CARRASQUILLO SANTIAGO, CARMEN R.	114. CARRERO LOPEZ, DAVID
115. CARRILLO FIGUEROA, ELIZABETH	116. CARRION CASTRO, MARGARITA I.
117. CARRION CEDENO, MARGARITA	118. CARRION SANTIESTEBAN, ARLENE
119. CARTAGENA MERCED, LUZ M.	120. CASTILLO ROMAN, SYLVIA
121. CASTRO CANALES, MIRTA	122. CASTRO CARRION, BLANCA I.
123. CASTRO LAGUERRA, ANA VEDA	124. CASTRO RODRIGUEZ, ELIZABETH
125. CAY MORALES, MARIA	126. CEDENO ROMERO, EVELYN
127. CENTENO FONTANEZ, ROSA I.	128. CHEVERE FRAGUADA, ZORAIDA
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131. CINTRON DIAZ, ADELMA DEL C.	132. CINTRON MORALES, JOSE A.
133. CINTRON RODRIGUEZ, ANGELITA	134. CINTRON SANTANA, JARVIS
135. CLAUDIO ROSADO, EDUARDO	136. COLLAZO GONZALEZ, CARMEN
137. COLON ARROYO, ANA A.	138. COLON DE OTERO, LETICIA
139. COLON DIAZ, RAFAEL	140. COLON ORTEGA, CARMEN
141. COLON RAMOS, RAMON L.	142. COLON RIVERA, ANA M.
143. COLON ROSARIO, MARGARITA	144. COLON SANTOS, KARITZA
145. COLON TORRES, NEYSHA M.	146. CONCEPCION LAGUER, MARGARITA
147. CONCEPCION QUIÑONES, JOSEFINA	148. CONCEPCION RODRIGUEZ, MARIA DE
149. CORDERO AVILA, ANGEL G.	150. CORDERO FERNANDEZ, MARIA J.

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153. CORTES GARCIA, NELIDA	154. CORTES RIVERA, CARMEN A.
155. CORUJO CASTRO, CARMEN	156. COSME ESTRELLA, ELBA N.
157. COSME FIGUEROA, ZORAIDA	158. COSME ROQUE, BETZAIDA
159. COTTO DE ALVAREZ, WANDA I.	160. COUVERTIER CRUZ, SANDRA
161. CRESPO CORDERO, ANA E.	162. CRESPO MALDONADO, ELIZABETH
163. CRISPIN DE JESUS, EVA	164. CRUZ ACEVEDO, ANA L.
165. CRUZ BARRETO, MIRIAM	166. CRUZ CASTRO, NORMA
167. CRUZ CONCEPCION, MARIO	168. CRUZ CRUZ, JUAN
169. CRUZ GONZALEZ, CARMEN	170. CRUZ GONZALEZ, HILDA C.
171. CRUZ GONZALEZ, TERESITA	172. CRUZ MARCANO, JUDITH A.
173. CRUZ MATOS, MARIA	174. CRUZ MELENDEZ, MARIA E.
175. CRUZ RIVERA, MARIA	176. CRUZ RODRIGUEZ, ROSA
177. CRUZ SERRANO, CARMEN M.	178. CRUZ SERRANO, MARY BELL
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181. CRUZADO LEWIS, JESUS M.	182. CUEVAS GONZALEZ, ROBERT
183. CURET MARCANO, MARIA S.	184. CHICO AVILEZ, LYDIA
185. DAVILA ALVAREZ, NILDA L.	186. DAVILA GARCIA, SAUL
187. DAVIS AYALA, EVANGELINA	188. VIZCARRONDO DE BORJA, NITZA G.
189. DE JESUS FLORES, IRAIDA	190. DE JESUS FLORES, ONEIDA
191. DE JESUS GONZALEZ, SONIA M.	192. DE JESUS ORTIZ, AMARILLIS
193. DE LA MATTA MARTINEZ, MELLY	194. DE LEON OTAÑO, NORMA
195. DELGADO DE RODRIGUEZ, YOLANDA	196. DELGADO MORALES, ROSA M.
197. DEL VALLE RIVERA, AIDA	198. DIAZ ROSADO, CARMEN D.
199. DIAZ COLLAZO, MIRZA	200. DIAZ DAVILA, SARA
201. DIAZ DENIS, SARAHI	202. DIAZ FORTIS, OSCAR G.
203. DIAZ RAMOS, JOSE G.	204. DOMINGUEZ DE PEREZ, NELLY
205. ECHEVARRIA GONZALEZ, JOSE	206. ECHEVARRIA LAUREANO, ELIZABETH
207. ELICIER GOMEZ, MIRIAM	208. EMMANUELLI SANTIAGO, LAURA E.
209. ESCOBAR BARRETO, CARMEN	210. ESQUILIN ORTIZ, ELBA A.
211. ESTEVES MASSO, JUAN A.	212. ESTEVEZ ALVAREZ, CARMEN H.
213. ESTRADA DE PEREZ, HILDA M.	214. FALU FEBLES, LUIS
215. FALU FEBRES, OLGA IRIS	216. FARIA ASTOR, IRMA
217. FEBO COLON, LAURA E.	218. FELICIANO AUGUSTO, CARMEN L.
219. FELICIANO PRATS, ILEANA ESTHER	220. FELIX CORREA, MILDRED
221. FELIX GARCIA, LAURA T.	222. FERNANDEZ GOMEZ, MARIA E.
223. FERNANDEZ HERNANDEZ, ISIDRO	224. FERNANDEZ OTERO, NILSA
225. FERNANDEZ PEREZ, ANA E.	226. FERNANDEZ RIVERA, RUTH
227. FIGUEROA ALAMEDA, EMMA D.	228. FIGUEROA AYALA, JOSE A.

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231. FIGUEROA GONZALEZ, FLORENTINO	232. FIGUEROA PEREZ, AGUSTIN
233. FIGUEROA RAMOS, LOYDA:	234. FIGUEROA RODRÍGUEZ, ANA M.
235. FIGUEROA ROSARIO, ANA L.	236. FIGUEROA SANTANA, JOSE G.
237. FIGUEROA TORRES, ROBERTO	238. FINES RIVERA, SAUL
239. FLORES GARCIA, FRANCISCO	240. FONTANET ALGARIN, AIDA
241. FONTANEZ RIVERA, CARMEN S.	242. FORTY CARRASQUILLO, HEIDY
243. FRANCO LOPEZ, ELBA M.	244. FREYTES OJEDA, OLGA I.
245. FUENTES BENITEZ, ANA M.	246. FUENTES CRUZ, INES
247. FUENTES MENDEZ, EDGARDO L.	248. FUENTES SANTIAGO, MARIA DE LOS A
249. FUENTES VAZQUEZ, MELITZA	250. GARCES CASTILLO, EVA M.
251. GARCIA CANALES, CELIA	252. GARCIA DIAZ, ANA
253. GARCIA GARCIA, GLADYS E.	254. GARCIA MELENDEZ, GRISEL M.
255. GARCIA MORALES, CINDY M.	256. GARCIA ORTIZ, CARMEN V.
257. GARCIA PUMAREJO, ORLANDO	258. GARCIA REYES, SANTOS J.
259. GARCIA RIVERA, GABRIEL	260. GARCIA ROMERO, CARMEN I.
261. GARCIA RULLAN, LETICIA	262. GARCIA VICENS, MARIA A.C.
263. GASCOT SAEZ, MARIA B.	264. GINES RIVERA, SONIA CRISTINA
265. GOMEZ CRUZ, RAFAEL	266. GOMEZ CHACON, GLORIA I.
267. GOMEZ HUERTAS, EVELYN	268. GOMEZ MALDONADO, MARIA MINERV
269. GOMEZ OCASIO, CARMEN E.	270. GOMEZ RIOS, LINDA VIRGINIA
271. GOMEZ TORRES, DOLORES	272. GOMEZ VAZQUEZ, LYDIA E.
273. GONZALEZ BENITEZ, ROSA M.	274. GONZALEZ COLLAZO, MARILU
275. GONZALEZ DE LEON, IVETTE	276. GONZALEZ DIAZ, RUTH Z.
277. GONZALEZ ENCARNACION, LUZ D.	278. GONZALEZ FLORES, FELICITA
279. GONZALEZ GONZALEZ, NOELIA	280. GONZALEZ GONZALEZ, ROSA M.
281. GONZALEZ LARRAURY, GLADYS E.	282. GONZALEZ LUNA, LUIS A.
283. GONZALEZ MORALES, IRMA I.	284. GONZALEZ NIEVES, MAYRA
285. GONZALEZ ORTIZ, CARLOS	286. GONZALEZ OYOLA, CARMEN M.
287. GONZALEZ RIOS, RAMÓN	288. GONZALEZ RIVERA, RAMON A.
289. GONZALEZ ROSA, MIGDALIA	290. GONZALEZ VARGAS, CANDIDA:
291. GONZALEZ VAZQUEZ, CARMEN L.	292. GONZALEZ VAZQUEZ, LUCY E.
293. GRAULAU REYMUNDI, JOSE J.	294. GUTIEREZ GARCIA, LUZ EVELYN
295. GUTIERREZ RIVERA, CARMEN V.	296. GUTIERREZ TORRES, LUZ M.
297. GUZMAN GONZALEZ, LILLIAM	298. GUZMAN MOLINA, MARCELA
299. HENRRICY SANTIAGO, MARGARITA	300. HERNANDEZ CASTRO, MARIA B.
301. HERNANDEZ CEDEÑO, MARIA M.	302. HERNANDEZ DAVILA, LUZ N.
303. HERNANDEZ DE JESUS , RAMONA	304. HERNANDEZ HERNANDEZ, ANTONIC
305. HERNANDEZ HERNANDEZ, GLENDA I.	306. HERNANDEZ LOPEZ, ALVIN

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309. HERNANDEZ ORTIZ, ELBA N.	310. HERNANDEZ RAMIREZ, CARMEN DEL S.
311. HERNANDEZ RIOS, MYRIAM	312. HERNANDEZ RIVERA, MARIA I
313. HERNANDEZ RIVERA, RAMON	314. HERNANDEZ RODRIGUEZ, UBALDO
315. HERNANDEZ SOTO, GILMA M.	316. HERNANDEZ TORRES, ROSA T.
317. HERNANDEZ VALLEJO, ADOLFO	318. HERNANDEZ VAZQUEZ, MIGDALIA
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321. JIMENEZ PIMENTEL, IVIS I.	322. JOUBERT TANCO, AWILDA
323. LACEN REMIGIO, JULIA A.	324. LANDRAU RIVERA, ZULMA
325. LASALLE CONCEPCION, MARIA S.	326. LEBRON DELGADO, ELSA
327. LEBRON LEBRON, MARY	328. LEON DAVILA, CARMEN ANA
329. LOPEZ BURGOS, MARILYN J.	330. LOPEZ CAMACHO, EVELYN
331. LOPEZ CORDERO, ZULMA A.	332. LOPEZ ESCALERA, NATASCHA
333. LOPEZ FLORES, IVAN	334. LOPEZ LUGO, ISABEL MARGARET
335. LOPEZ QUILES, ILEANA	336. LOPEZ RAMOS, MARIA J.
337. LOPEZ RAMOS, ZULMA	338. LOPEZ RODRIGUEZ, SANDRA I.
339. LOPEZ SANTOS, MARIA DE LOS A.	340. LOPEZ VAZQUEZ, MARITZA
341. LORENZANA ACOSTA, LYDIA	342. LORENZO DE EFRERE, ROSA J.
343. LOZADA AQUINO, SANTA A.	344. LOZADA DE HERNANDEZ, MARIA I.
345. LOZADA ORTIZ, RAUL	346. LOZADA RODRIGUEZ, MARGARITA
347. LUGO MALDONADO, NORMA I.	348. LUGO PEREZ, VIVIAN
349. LLANOS CARRION, LUIS M.	350. LLANOS SANCHEZ, CARMEN L.
351. MACHADO DE LA ROSA, ANA L.	352. MAISONET LOPEZ, ALEJANDRO
353. MALAVE CARDENALES, JOSE M.	354. MALDONADO COLON, MARGARITA
355. MALDONADO MEDINA, BLANCA E.	356. MALDONADO REYES, YOLANDA
357. MALDONADO RIVERA, YOLANDA	358. MANGUAL RAMIREZ, ELIZABETH
359. MANSO CEPEDA, JUANA E.	360. MANZANO MELENDEZ, MINERVA
361. MARCANO CUADRADO, MYRIAM	362. MARCANO FIGUEROA, WILLIAM
363. MARINA RIVERA, ORLANDO	364. MARRERO COLON, AILSABEL
365. MARRERO MUNICH, NOELIA	366. MARRERO REYES, ESTEBAN
367. MARTINEZ CORDERO, CARMEN	368. MARTINEZ CRUZ, RIGOBERTO
369. MARTINEZ DIAZ, MARIA C.	370. MARTINEZ MARTINEZ, ARACELIS
371. MARTINEZ MERCED, CARMEN SONIA	372. MARTINEZ NUNEZ, CARMEN L.
373. MARTINEZ ROSARIO, SANTOS A.	374. MARTINEZ SANCHEZ, ANA IVETTE
375. MARTINEZ UMPIERRE, MARIA DEL C.	376. MARTINEZ VAZQUEZ, PEDRO
377. MARTINEZ VELÁZQUEZ, CARLOS	378. MATANZO PEREZ, MARIA R.
379. MATIAS MATIAS, ROSA D.	380. MATIAS NIEVES, LAURA E.
381. MATOS CRUZ, ADELAIDA	382. MATOS CRUZ, YOLANDA
383. MATOS ORTIZ, SONIA E.	384. MATOS SANCHEZ, MARIA E.

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387. MEDINA ALVAREZ, LILLIAM	388. MEDINA CARDONA, AIDA L.
389. MEDINA DE REYES, NITZA	390. MEDINA MALDONADO, MIGUEL A.
391. MEDINA ROSA, CAROL E.	392. MEJIAS ACOSTA, DAISY
393. MELENDEZ COSS, SHEILA	394. MELENDEZ QUINONEZ, MYRNA T.
395. MENDEZ ORSINI, LUCIA	396. MERCADO ACEVEDO, IVAN A.
397. MERCADO BURGOS, GUILLERMO	398. MERCADO DE JESUS, CARMEN
399. MERCADO FIGUEROA, SONIA LUZ	400. MERCADO MARTINEZ, EVELYN
401. MERCADO RIVERA, JUAN R.	402. MERCED DIAZ, ANA M.
403. MOJICA RIVERA, MARIA A.	404. MONTALVO LAGUNA, YOLANDA
405. MONTALVO REYES, MARIA T.	406. MONTAÑEZ BARBOSA, LETICIA
407. MONTAÑEZ FIGUEROA, ISaura	408. MONTAÑEZ PARRILLA, YOLANDA
409. MONTERO PAGAN, IRIS M.	410. MONTERO RODRIGUEZ, MARIA
411. MONTILLA NIEVES, ANABEL	412. MORALES BIGAS, RAFAEL
413. MORALES DE JESUS, ZORAIDA	414. MORALES GARCIA, EFRAIN
15. MORALES LOPEZ, DELIA R.	416. MORALES MARTINEZ, NITZA
417. MORALES MONT, MARISOL	418. MORALES PABON, CARMEN M.
419. MORALES PABON, SOCORRO NOELIA	420. MORALES RODRIGUEZ, SANDRA
421. MORALES RODRÍGUEZ, WILMA	422. MORALES ROLON, CARMEN
423. MORALES ROLON NORMA IRIS	424. MORALES SANTIAGO, VIVIAN
425. MORALES VALLES, MARISOL	426. MORAN ROSARIO, OLGA LUCY
427. MORENO RODRÍGUEZ, WANDA I	428. MUNDO RODRÍGUEZ, FAUSTO
429. MUNIZ RODRIGUEZ, GLORIA H.	430. MUÑIZ SANTIAGO, SANDRA M.
431. MUÑOZ COLON, CARMEN N.	432. MUÑOZ NUÑEZ, JOSEFA
33. MURIEL LICIAGA, LYDIA M.	434. NAVARRETE ORTIZ, PRISCILLA
435. NAVEDO OTERO, NANCY	436. NEGRON COLLAZO, JOSELINE
437. NEGRON DE JESUS, JOSE R.	438. NEGRON LOPEZ, HILDA
439. NEGRON MALDONADO, RAYMOND	440. NIEVES APONTE, GEORGINA
441. NIEVES DE VELEZ, ESTRELLA	442. NIEVES GARCIA, ZORAIDA
443. NIEVES PEREZ, VICTOR M.	444. NIEVES SANTIAGO, MERCEDES
445. NIEVES TORRES, MARITZA	446. NIEVES VARGAS, MILTON
447. NIEVES VELEZ, CARMEN LUZ	448. NORIEGA MARIANI, HILDA
449. NORMANDIA DE RODRÍGUEZ, MYRNA	450. NUÑEZ CARDONA, JUANITA
451. NUÑEZ LOPEZ, MYRNA	452. NUÑEZ NUÑEZ, JEANNETTE
453. OCASIO CUEVAS, CARMEN	454. OCASIO CUEVAS, YOLANDA
455. OCASIO REPOLLET, JOSE B.	456. OJEDA DE ALGARIN, NAYDA
457. OQUENDO MARTINEZ, ALFREDO	458. ORTA FALU, CARMEN DELIA
459. ORTEGA MARRERO, OLGA E.	460. ORTEGA PEREZ, LUZ D.
461. ORTIZ BAEZ, RAMONITA	462. ORTIZ BETANCOURT, RUTH

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463. ORTIZ CASTRO, MAGALY	464. ORTIZ DIAZ, MAGDA
465. ORTIZ FANTAUZZI, EVANGELINA	466. ORTIZ MARTINEZ, CARMEN
467. ORTIZ PANIAGUA, EVELYN	468. ORTIZ PANIZO, JERRY
469. ORTIZ RODRÍGUEZ, CASILDA	470. ORTIZ RODRIGUEZ, GLORIA
471. ORTIZ TORRES, ELISA	472. ORTIZ VELEZ, BRENDA
473. OSORIO MEDINA, CARMEN E.	474. OTERO APONTE, JOSE E.
475. OTERO COLON, CARMEN	476. OTERO COLON, DAPHNE
477. OYOLA ROSA, AGUSTIN	478. Pabón Morales, José A.
479. PABON OTERO, SIXTO	480. PABON POMALES, JOSE
481. PADILLA MERCADO, ADA SELLY	482. PAGAN ACEVEDO, ROSA
483. PAGAN ALFARO, TEODOSIA	484. PAGAN GUZMAN, LUZ E.
485. PAGAN LOPEZ, JOSE A.	486. PAGAN PEREZ, ERMELINDA
487. PAGAN RIOS, GLORIA INES	488. PAGAN RIVERA, RAMON L.
489. PAGAN RODRÍGUEZ, MARISOL	490. PAGAN SANTIAGO, DORIS
491. PAGAN VEGA, MARIA I.	492. PARRILLA TORRES, FREDDY
493. PASTOR FLORES, ARTURO E.	494. PEDRAZA RIVERA, ROSARIO
495. PEGUERO MENDOZA, LUIS A.	496. PEÑA PEÑA, DANIA E.
497. PEÑA PIZARRO, LUISA	498. PEREZ FIGUEROA, ALMA E.
499. PEREZ MARRERO, JESUS R.	500. PEREZ MARTINEZ, MARITZA
501. PEREZ NIEVES, LUZ A.	502. PEREZ QUINÓNEZ, LUZ M.
503. PEREZ RIVERA, ANA E.	504. PEREZ RIVERA, MARIA E.
505. PEREZ RIVERA, MARIA V.	506. PEREZ RIVERA, SANDRA
507. PEREZ RODRIGUEZ, RAQUEL	508. PEREZ SANTANA, MARIA J.
509. PEREZ TORRES, GLORIA M.	510. PÉREZ TORRES, LUZ N.
511. PINO OLIVERO, MARGARITA	512. PIZARRO FANTAUZZI, WANDA I.
513. PIZARRO QUINONES, YOLANDA	514. PIZARRO VELÁSQUEZ, AIDA
515. PRADOS DE LAUREANO, ROSA ALBA	516. QUINTANA VELAZQUEZ, FELICITA
517. QUINONES DE ORTIZ, JUDITH	518. QUINONES GALARZA, ANGELA
519. QUINONES RIVERA, LOURDES S.	520. QUINONEZ ALBARRAN, MIGDALIA
521. QUINÓNEZ GUZMAN, JULIA H.	522. QUINÓNEZ PAGAN, ROBERTO
523. QUIRINDONGO RUIZ, MATILDE	524. RAMIREZ ALFONSO, ANA R.
525. RAMIREZ BENITEZ, ALEXANDER	526. RAMOS CASELLA, MARIA DEL C.
527. RAMOS DELGADO, EUFEMIA	528. ROMAN HERNANDEZ, MARIA
529. RAMOS MERCADO GERARDO	530. RAMOS PADILLA, ISABEL L.
531. RAMOS PAZ, MILDRED	532. RAMOS RIOS, CARMEN
533. RAMOS SOTO, IRMA I.	534. RAMOS ZAYAS, FRANCISCO
535. RENTA GUTIERREZ, ROSA E.	536. REYES ARENAS, OLGA M.
537. REYES ORTIZ, LOYDA	538. REYES RODRÍGUEZ, OSVALDO
539. REYES TORRES, GINGER	540. RIOS CALZADA, WANDA I.

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541. RIOS CORIANO, MARIA J.	542. RIOS DIAZ, RAMONITA
543. RIOS FORTY, LUIS A.	544. RIOS JIMENEZ, IVAN
545. RIOS LOPEZ, HILDA	546. RIOS MELENDEZ, HAYDEE
547. RIOS TORRES, CRUZ M.	548. RIVERA ARROYO, BEXAIDA
549. RIVERA AYALA, MARIA I.	550. RIVERA BURGOS, ARACELIS
551. RIVERA CASILLAS, ELIAS	552. RIVERA CASTILLO, OLGA I.
553. RIVERA CORTES, NELLY	554. RIVERA COTTE, ADALGESA
555. RIVERA CRUZ, IRIS ELSA	556. RIVERA CRUZ, JESUS MILAGRO
557. RIVERA CRUZ, MAGALY	558. RIVERA CHEVERES, BRISEIDA
559. RIVERA CHEVERES, CARMEN S.	560. RIVERA DE LEON, HENRIETTA M.
561. RIVERA DOMÍNGUEZ, ELIZABETH	562. RIVERA GARCIA, MYRNA
563. RIVERA GONZALEZ, MARIA I.	564. RIVERA GONZALEZ, MARTA
565. RIVERA JIMENEZ, BENJAMIN	566. RIVERA LASANTA, MARIA A.
567. RIVERA MANSO, DIALMA L.	568. RIVERA MARQUEZ, LETICIA
569. RIVERA MARRERO, GLADYVEL	570. RIVERA MARTINEZ, BETHZAIDA
571. RIVERA MATOS, MARIA M.	572. RIVERA MATOS, MOISÉS
573. RIVERA MEDINA, GILBERTO	574. RIVERA MOLINA, DAMARY
575. RIVERA MUÑIZ, GLORIA	576. RIVERA ORTIZ, VÍCTOR E.
577. RIVERA OTERO, CARMEN M.	578. RIVERA OYOLA, MARIA A.
579. RIVERA PAGAN, LAURA	580. RIVERA PEREZ, MARIA TERESA
581. RIVERA QUINÓNEZ, EDUARDO	582. RIVERA RAMOS, EVELIA R.
583. RIVERA RIOLLANO, SYLVIA E.	584. RIVERA RIVERA, ANA R.
585. RIVERA RIVERA, FLORINDA	586. RIVERA RIVERA, GLADYS
587. RIVERA RIVERA, YOLANDA	588. RIVERA ROBLES, ANTONIA
589. RIVERA RODRIGUEZ, CARMELO	590. RIVERA RODRIGUEZ, NAYDA L.
591. RIVERA SALABARRIA, CARMEN DEL L.	592. RIVERA SANCHEZ, MILAGROS
593. RIVERA SANTANA, BETTY	594. RIVERA SANTIAGO, MARIA
595. RIVERA SANTOS, MARIA D.	596. RIVERA SELLES, AURORA
597. RIVERA TORRES, DIANA	598. RIVERA VAZQUEZ, JOSE L.
599. RIVERA VAZQUEZ, MARIBEL	600. RIVERA VAZQUEZ, ROSA M.
601. RIVERA VEGA, WILLIAM	602. RIVERA VELEZ, HECTOR D.
603. RIVERA VIERA, ELIZABETH	604. ROBLES CARRION, MINERVA
605. ROBLES FEBUS, AIDA L.	606. ROBLES TORRES, LYDIA E.
607. ROCHE MALDONADO, RAFAEL	608. RODRIGUEZ BALAGUER, LOURDES
609. RODRIGUEZ CARRASQUILLO, MARIA S.	610. RODRIGUEZ CRUZ, MARIA E.
611. RODRIGUEZ DAVILA, ALICIA E.	612. RODRÍGUEZ DE FLORES, ANGELA
613. RODRIGUEZ DE JESUS, ESTHER	614. RODRIGUEZ DE VAZQUEZ, ANA H.
615. RODRIGUEZ DIAZ, JORGE	616. RODRIGUEZ FIGUEROA, CARMEN S.
617. RODRIGUEZ FIGUEROA, JOSE L.	618. RODRIGUEZ FIGUEROA, NILDA E.

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619. RODRÍGUEZ JAURIDES, HAYDEE	620. RODRIGUEZ LOPEZ, RAQUEL
621. RODRIGUEZ LOZADA, IRMA	622. RODRIGUEZ MATOS, WILLIAM G.
623. RODRIGUEZ ORTIZ, ROSA E.	624. RODRIGUEZ QUINONES, LUZ
625. RODRIGUEZ VALENTIN, JUDITH	626. RODRIGUEZ RIVERA, JOSE M.
627. RODRÍGUEZ RIVERA, MARIA E.	628. RODRÍGUEZ RIVERA, NOEMI
629. RODRÍGUEZ RIVERA, NORMA I.	630. RODRÍGUEZ RODRÍGUEZ, MARIA I.
631. RODRÍGUEZ RODRÍGUEZ, OLGA M.	632. RODRÍGUEZ SANFELIZ, ERNESTO
633. RODRÍGUEZ SANTIAGO, DANIEL	634. RODRIGUEZ SERRANO, YOLANDA
635. RODRÍGUEZ SUAREZ, MARILIN	636. RODRÍGUEZ VALENTIN, EVELYN
637. RODRÍGUEZ VILA, ADA C.	638. ROHENA BARRETO, JOSE
639. ROHENA RIVERA JULIA	640. ROLON MARRERO, GLORIA E.
641. ROMAN DIAZ, CARMEN M.:	642. ROMAN MEDINA, ROSA M.
643. ROMAN RODRÍGUEZ, LUZ M.	644. ROMAN SANTIAGO, NEFTALI
645. ROMERO CRUZ, MARILYN	646. ROMERO RAMOS, CARMEN N.
647. ROMERO ROBLES, LYDIA	648. ROMERO ROMERO, MAGDALENA
649. ROSA AQUINO, MARIO R.	650. ROSA CORREA, MARIA DEL C.
651. ROSA FIGUEROA, MARIA DE LOS A.	652. ROSA PEREZ, MARGARITA
653. ROSADO BESTARD, IRIS	654. ROSADO ROSADO, HILDA
655. ROSADO TORRES, MARIA M.	656. ROSADO VELEZ, MARIA A.
657. ROSARIO CARRASQUILLO SARA M.	658. ROSARIO CLAUDIO, ZAYRA I.
659. ROSARIO LOPEZ, HILDA L.	660. ROSARIO ROJAS, IRIS N.
661. ROSARIO ROSARIO SONIA L.	662. ROSARIO SANCHEZ, PEDRO A.
663. ROVIRA NAVARRO, MARIA DE LOS A.	664. RUBIO NATER, MARICARMEN
665. RUEDA ARENAS, IVETTE	666. RUIZ AVILES, MILAGROS
667. RUIZ GONZALEZ, IDALINA	668. RUIZ MORAN, MARIA DE LOS A.
669. RUIZ SALAS, ANGELA	670. SALGADO DURAN, LYDIA E.
671. SALGADO GUZMAN, ELIZABETH	672. SANCHEZ CABEZUDO, CARMEN A.
673. SANCHEZ CARDONA, ELSA	674. SANCHEZ GELY, LILLIAM L.
675. SANCHEZ GONZALEZ, MARIA V.	676. SANCHEZ LOPEZ, IRIS B.
677. SANCHEZ MUÑOZ, VERONICA	678. SANCHEZ NIEVES, ELIZABETH
679. SANCHEZ SANCHEZ, MARIA NELLY	680. SANCHEZ DIAZ, HILDA G.
681. SANCHEZ SERRANO, MIGUEL A.	682. SANTANA CRUZ, SYLVIA
683. SANTANA FELICIANO, IRIS E.	684. SANTANA GARCIA, JUANA
685. SANTIAGO CARABALLO, CARMEN M.	686. SANTIAGO DIAZ, EVELYN
687. SANTIAGO GOMEZ, JOSEFINA	688. SANTIAGO GUZMAN, CLARIBEL
689. SANTIAGO LOZADA, ANA D.	690. SANTIAGO MALDONADO MARI I.
691. SANTIAGO MARTINEZ, LUIS H.	692. SANTIAGO MEDINA, MARIA DE LOS A.
693. SANTIAGO OJEDA, LINA E.	694. SANTIAGO PEREZ, MARGARITA
695. SANTIAGO PIÑEIRO, JAIME M.	696. SANTIAGO QUINONES, HILDA E.

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697. SANTOS AMADOR, JULIA	698. SANTOS AYALA, SAMUEL
699. SANTOS DE RUSSE, ROSA E.	700. SANTOS ORTIZ, GISELA
701. SANTOS PACHECO, MIGDALIA	702. SANTOS RODRIGUEZ, OLGA I.
703. SANTOS PACHECO, MIGDALIA Y.	704. SANTOS ROSADO, JOSE D.
705. SANTOS SANJURJO, CARMEN L.	706. SERRANO CORREA, RUTH
707. SERRANO GARCIA, VICTORIA E.	708. SERRANO SERRANO, EDITH
709. SERRANO VEGA, ZORAIDA	710. SIERRA MAYA, SAMUEL
711. SKERRETT CALDERON, BRUNILDA	712. SOLA BURGOS, SARA
713. SOLER CARDONA, CARMEN	714. SOLERO SANTIAGO, MARIA ESTHER
715. SOLLA MARQUEZ, ALMA C.	716. SORANDO BIBILONI, JOSE JUAN
717. SOSA GORI, MERCEDES M.	718. SOTELO RESTO, NELSON
719. SOTO MARQUEZ, ANELISA	720. SOTO RIVERA, MIGDALIA
721. SOTO ROSA, CARMEN I.	722. SUSTACHE RIVERA, VICTORIA
723. TALAVERA CACERES, JEANNETTE M.	724. TANON COTTO, RAUL
725. TOLEDO ROSA, JOSE G.	726. TORO VELEZ, CARMEN S.
27. TORRES ACEVEDO, MIRTA	728. TORRES ARZOLA, MARIA I.
729. TORRES CORREA, ANGEL	730. TORRES CRESPO, MARTA
731. TORRES ROSARIO, LOURDES	732. TORRES HERNANDEZ, LYDIA E.
733. TORRES MANZANO, ALEJANDRO	734. TORRES MEDINA, MARIDALIA
735. TORRES RODRÍGUEZ, JOSE G.	736. TORRES SERRANO, RAMON E.
737. TORRES TORRES, ROSA	738. TORRUELLAS QUINONES, MARIA C.
739. TOYENS DE JESUS, JULIA IVETTE	740. TRICOCHÉ DE JESUS, LUZ H.
741. VAELO BERMUDEZ, YADIRA	742. VALDERRAMA RODRIGUEZ, CARMEN I.
743. VALENTIN DIAZ, FELIX	744. VALENTIN VALENTIN, NORBERTO
745. VALLEJO MORALES, MARIA J.	746. VALLES UMPIERRE, LUZ E.
747. VARGAS CRUZ, ADA ENID	748. VARGAS ENCARNACION, MIGDALIA
749. VARGAS ENCARNACION, OLGA I.	750. VARGAS RODRIGUEZ, RAMONA
751. VARGAS SEPULVEDA, ANA M.	752. VARGAS VILLANUEVA, GUMERSINDO
753. VAZQUETELLES CASTRO, OLIVILIO	754. VAZQUEZ CRUZ, LILLIAM M.
755. VELAZQUEZ LOZADA, NILSA	756. VAZQUEZ LAUREANO, MYRIAM
757. VAZQUEZ LOPEZ, CARMELO	758. VAZQUEZ PADILLA, DAMARIS
759. VAZQUEZ SOTO, ROSA N.	760. VEGA ALICEA, MARIA I.
761. VEGA GARCIA, MARIA E.	762. VEGA MIRANDA, CATALINA
763. VEGA ZAYAS, JOSE H.	764. VELÁZQUEZ FIGUEROA, PILAR
765. VELÁZQUEZ LEBRON, MIGUEL A.	766. VELAZQUEZ MUÑOZ, BUENAVENTURA
767. VELAZQUEZ REYES, EVA	768. VELÁZQUEZ REYES, SARA E.
769. VELÁZQUEZ RIVERA, OLGA M.	770. VELÁZQUEZ SANTIAGO, NILSA
771. VELEZ BONILLA, ROSA E.	772. VELEZ GONZALEZ, CARMEN T.
773. VERA SOTO, JULIETTE IVONNE	774. VICENTE CARATTINI, MARIA N.

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775. VIDAL SANTIAGO, CRUCITA	776. VIGIL DANGER, IVO
777. VILLANUEVA CRUZ, ANA A.	778. VILLANUEVA LAGUER, BLANCA I.
779. VILLANUEVA SANTIAGO, SANTIAGO A.	780. VILLEGAS CORREA, ALMA
781. VILLEGAS RIVERA, MILDRED	782. VINALES HERNANDEZ, GRISELLE E.
783. VIZCARRONDO AYALA, ZORAIDA	784. VIZCARRONDO FLORES, EVELYN
785. ZAPATA CASTANEDA, OLGA	786. ZA VALETA PARRILLA, CARLOS.

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